

**From:** [REDACTED]  
**To:** [City Council](#)  
**Cc:** [Mary Gourley](#); [Lawrence McLaughlin](#)  
**Subject:** CITY BUDGET ( REMOVAL OF FIRE DEPARTMENT INCENTIVE PAY )  
**Date:** Monday, June 19, 2023 12:45:08 PM

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Let's be clear that this is an opportunity for you as the city council to do the right thing. Let us keep our incentive pay it's a small price to pay.

I have been on this fire department for 33 years and in the fire services since I was 15 years old both paid and as a volunteer. My family has put a lot of time and effort into this community.

In Sebastopol I receive little pay or praise from the city on the excellent job we perform each day so while you are at your job or securely tucked away in your beds at night we are out. This really isn't about money it's about being compensated and praised for the time we spend coming and going to calls, drills, fires, public assist, car accidents, performing public relations, leaving our jobs or saving a life that the rest of the community would rather not deal with. I have over time have missed holiday dinners with my family, birthdays and other important life events. Having a little extra money in my pocket to make up for these occurrences goes a long way for the health of my family. I certainly didn't take this position to become rich but to make a difference in my community.

I'm in favor of continuing and expanding the current practice of using stipend firefighters in Sebastopol.

I'm in favor of expanding the firefighter stipend program to provide two firefighters on duty for as much of the 24/7 period as possible.

I'm in favor of hiring three fire engineers which could work up to 24/7 if needed

I'm in favor of hiring three fire captains which could work up to 24/7 and provide day to day supervision of fire department responses if needed

What I'm not in favor of is each time there is money to be cut from the budget you find it easy to illuminate certain program that provide a little extra money to those that respond to the fire station for emergencies from a budget which is already skin and bones or take away a program that doesn't cost much to ensure there enough firefighters responding. Over 121 years this fire department has saved the citizens of Sebastopol millions of dollars in cost and saving of running a fire department but as the call volume for service has increased the budget has not. We are department that doesn't ask for much but have been asked to give more over the years. We repair our station, do our own janitorial services, we repair our equipment, buy equipment when need to and we make the public feel safe and taken care of.

So, when you are thinking about what's best for the community at large I want you to think about we go through every day and the baggage we incur such as PTSD, depression, health issues, wear and tear our body and sometimes our marriage. We are subject to the same dangers whether paid, volunteer or paid on-call. I would like you take to heart this statement below and work with the Interim Fire Chief and do what's best for the community and the fire department and its personnel.

Oh, you're a firefighter that's cool. I wanted to do that when I was a kid. What do you make?

This is what I make.

I make holding your hand seem like the biggest thing in the world when I'm cutting you out of a car.

I can make 5 minutes seem like a lifetime when I go into a burning house to save your family.

I make those annoying sirens seem like angels when you need them.

I can make your children breathe when they stop.

I can help you survive a heart attack.

I make myself get out of bed at 3 am to risk my life to save people I have never meet.

Today I might make the ultimate sacrifice to save your life. I make a difference, so what do you make.

D.P. Buonaccorsi Sr.

Fire Captain and Fire Investigator

Proud member of the Sebastopol Fire Department.

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D.P. Buonaccorsi Sr.

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